

**Kevin J. Kritz**

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**PROFILE:**

Extensive experience in field research and management of threatened and endangered species, especially birds. Have earned both B.S. and M.S. degrees in wildlife. About 10 years of working experience in Western U.S. coastal forest ecosystems and implementing the Northwest Forest Plan. Also 4.5 years of work experience with Intermountain West/sagebrush ecosystems. Very knowledgeable on National Environmental Policy Act and considerable experience serving on interdisciplinary teams, assessing impacts to wildlife species, and making recommendations to mitigate these impacts. Considerable experience with the Endangered Species Act (ESA), especially in writing biological assessments for federal projects requiring Section 7 consultation. Section 7 ESA experience with U.S. Fish and Wildlife Service (USFWS) includes producing species lists for proposed projects, writing letters of concurrence to complete informal consultations, and reviewing biological assessments. Section 4 ESA experience includes writing two 90-day findings, editing and assisting with several other 90-day findings, serving on Status Review Team for greater sage-grouse and writing part of 12-month finding, and managing legal process resulting from lawsuits on a 90-day finding. Proven ability to develop and maintain effective working relationships with a variety of local, state, and federal agencies, private companies, and consultants. Effective working independently or in team setting. Proven leadership skills. Extensive writing experience in a wide variety of formats and well developed oral communication skills.

**WORK EXPERIENCE:**

**U. S. Fish and Wildlife Service**

12/2001- present

Nevada Fish and Wildlife Office (NFWO)

1340 Financial Blvd. Suite #234, Reno, NV 89502-7147

**Fish and Wildlife Biologist (GS-0404-11)**

40 hours per week

Supervisor: Laurie Sada; (775) 861-6300

A variety of diverse experience while serving as NFWO lead for sage grouse, bald eagle, migratory birds, Nevada State Coordinator for the Intermountain West Joint Venture, bats, renewable energy, bird strike issues, and several BLM Land Use Plan consultations. Experience covers a variety of federal environmental laws including: Endangered Species Act, Migratory Bird Treaty Act, Bald and Golden Eagle Protection Act, National Environmental Policy Act, and Fish and Wildlife Coordination Act.

**Program Areas:**

Sage Grouse/Sagebrush Ecosystems

Presently serve as species lead for sage grouse in both California and Nevada. Also designated as backup to the USFWS range wide species lead. As part of this role serve as lead biologist for listing petitions for sage grouse in the Mono Basin Area of eastern California/western Nevada. Wrote a 90-day finding on one listing petition for Mono Basin sage grouse that was published in the Federal Register. Wrote several other parts of the finding package and worked with Region 1 and Washington D.C. office staff in completing the finding package. Petitioners sued the USFWS and Department of Interior regarding our

action on the petition. Managed appropriate legal aspects of this case including coordination with federal solicitor, filing of two administrative records, and responding to Freedom of Information Act (FOIA) requests. Wrote various briefing statements in regard to the 90-day finding on Mono Basin Area sage grouse and sage grouse conservation efforts in California and Nevada for NFWO Field Supervisor, California/Nevada Operations Director, and governors of the two states.

Another major aspect of my role as sage grouse lead has been sage grouse conservation planning for California and Nevada. Have attended many local area planning group meetings as the USFWS representative to assist with planning process and development of conservation plans. Provided technical assistance with regard to USFWS responsibilities/authorities. Developed a PowerPoint presentation on USFWS listing policies and the PECE policy and gave many presentations to local area planning groups. Also attend California sage grouse interagency coordination meetings as USFWS representative. Serve as the USFWS representative of the Sage Grouse Conservation Team (state wide level organization) and assisted in the development of information leaflets for local planning groups. Topics covered by leaflets include: interpretation of WAFWA sage grouse management guidelines, the role of fire, lateral screening cover, predator control, and funding sources.

Gave papers on sage grouse listing petitions, and potential implications of listing, at a U.S. Forest Service Region 4 BioPhysical Program Workshop and at an All Bird Workshop held in Boise, ID. At both workshops served on a panel of sage grouse experts and answered questions from the audience.

Participated as a NFWO representative in several USFWS meetings on sage grouse and many USFWS sage grouse conference calls. Organized and made all arrangements for one of these USFWS meetings hosted by the NFWO. Produced a USFWS summary table of sage grouse listing petitions and maintain and update this table for USFWS.

Reviewed and commented on draft 90-day findings for listing petitions for both the western and eastern subspecies of sage grouse and the draft BLM National Sage Grouse Conservation Strategy. Responded to NFWO staff requests for sage grouse input for some consultations and allotment evaluations from federal action agencies.

Helped secure funding for a sage grouse research project from the Nevada Biodiversity Initiative. Submitted a Science Support Program proposal for a USGS sage grouse research project in California which was successful in securing funding for sage grouse research in the Mono Basin. Secured funding for analysis of genetic samples from Mono Basin Area sage grouse.

### Bald Eagle

Serve as species lead for the NFWO. Handle questions and information requests from the public for the species. Provided technical assistance to the state of Nevada regarding management of a Nevada nest site. Designated as USFWS lead for Nevada with regard to bald eagle delisting. Responded to a FOIA request for information on the granting of take for bald eagles. Reviewed and commented for NFWO on new proposed regulations for take of this species under Bald and Golden Eagle Protection Act and draft monitoring guidelines for the species.

### Mountain Quail

Designated as species lead for NFWO. Attended a mountain quail workshop sponsored by USFWS Boise office. Reviewed and commented on draft of 90-day finding produced by USFWS Boise office. Attended several USFWS Region 1 meetings on mountain quail and a mountain quail coordination

meeting with the Nevada Department of Wildlife. Assisted in securing funding for a study of mountain quail genetics and served as NFWO point of contact for this study.

### Migratory Birds

Serve as office lead for migratory bird issues and respond to information requests, FOIA's, and technical questions related to the Migratory Bird Treaty Act (MBTA). Presently serving as Nevada State Coordinator of the Nevada Steering Committee of the Intermountain West Joint Venture (IWJV). As State Coordinator facilitated the review and submission of funding proposals to the IWJV Steering Board since 2003. Four of these proposals were selected for funding. Serve as NFWO representative to the Nevada Partners In Flight Committee and the Nevada Important Bird Areas Technical Advisory Committee. Edited the Important Bird Areas of Nevada book and helped secure funds for printing costs. Designated lead for bird strike issues for the NFWO. Attended a Nevada raptor monitoring workshop hosted by Nevada Department of Wildlife as USFWS representative. Reviewed and commented for the NFWO on the draft Peregrine Falcon Monitoring Plan. Serve as USFWS representative to Nevada Bird Count Project coordinated by the Great Basin Bird Observatory. Responsible for informal consultations on proposed cell tower/communication tower projects. Respond to requests for information relative to impacts of powerlines on raptors. Handled interviews from local newspapers on USFWS management of resident Canada geese and a local die off of herons, and other migratory bird issues. Provided reviews and comments on several of the intragency MOU's drafted relative to Executive Order 13186. Organized and hosted a meeting with a local U.S. Forest Service Ranger District staff regarding the MBTA and compliance with this Act with respect to their proposed management actions.

### Section 7 Consultation

Responsible for handling numerous species lists requests from a wide variety of project proponents and federal action agencies. Produced species lists and response letters to comply with USFWS ESA responsibilities. Completed informal consultations for several projects including cell tower/communication towers and one for a municipal water supply project. Provided technical assistance on bald eagles in relation to a municipal mosquito treatment project and with regard to state management of access at an eagle nest site. Provided technical expertise to the USFWS office in Sacramento in completing a formal consultation on bald eagles relative to proposed development of a visitor center at Lake Tahoe. Provided bald eagle and sage grouse input to NFWO Section 7 consultation with Nevada State Office of APHIS Wildlife Services on their program of animal damage control in Nevada. As part of a Section 7 consultation with a BLM Field Office on their Fire Management Plan provided input with regard to sage grouse and migratory birds.

Assigned as NFWO lead for consultation on two California BLM Land Use Plans. Have attended interagency meetings as NFWO representative, wrote species lists for these consultations, and participated in a BLM alternative development workshop. Also providing input and assistance to two other BLM Land Use Plan consultations for BLM Field Offices in Nevada.

Reviewed and provided NFWO comments on Intra-Service consultations on USFWS migratory bird hunting regulations. Reviewed and commented on the proposed counterpart regulations under the National Fire Plan that would enable federal action agencies to make effects determinations for those cases where informal consultation is appropriate. Served on USFWS consultation team on programmatic consultation with APHIS on the use of exotic beetles to control salt cedar. Served on USFWS national consultation team on BLM's wind energy development EIS.

Bats

Serve as USFWS representative to the Nevada Bat Working Group (NBWG) which just completed the Nevada Bat Conservation Plan. Have reviewed and commented on several drafts of the Plan and attended NBWG meetings. Respond to public questions on bats.

Renewable Energy

Serve as NFWO lead biologist for renewable energy. Attended a national wind energy workshop and a wind energy session at a national energy conference. Was an invited speaker for the Nevada BLM State Office Wind Energy Workshop. Developed a PowerPoint presentation on bird and bat impacts associated with wind energy development and presented this at the workshop. Reviewed and provided comments for the NFWO on the draft USFWS guidance for minimizing impacts from wind energy development. Reviewed and commented on USFWS briefing paper on prairie grouse leks and wind energy development.

National Environmental Policy Act

Reviewed and commented on a large scale Draft Environmental Impact Statement (DEIS) for the operation (water allocation) of the Truckee River in California and Nevada. Reviewed and commented on three drafts of the Ely BLM Field Office Resource Management Plan, the BLM Draft EIS for the management of the Black Rock/High Rock National Conservation Area, a Bureau of Reclamation EIS for the Humboldt Conveyance Project, and other NEPA documents.

Nevada Comprehensive Wildlife Conservation Strategy Served as the NFWO lead and point of contact to Nevada Department of Wildlife during development of Nevada's Plan. Represented NFWO at workshops during Plan development, reviewed and commented on the Draft Plan, and compiled and coordinated submission of NFWO comments on the Draft Plan.

**U. S. Bureau of Land Management**

6/1991 - 12/2001

Coos Bay District Office

1300 Airport Lane, North Bend, OR 97459-2000

**Wildlife Biologist (GS-0486-11)**

40 hours per week

Supervisor: Paul Fontaine; (541) 751-4321

About 10 years of diverse experience as a wildlife biologist in the Umpqua Resource Area. GS 11 wildlife biologist since June, 1993. Extensive experience in the management of forest ecosystems and in implementing standards and guidelines of the Northwest Forest Plan. Another major focus was the management of Oregon coastal dune and wetland systems. Management of threatened and endangered species and special status species was the major emphasis during this time period.

**Program Areas:**

Wildlife Monitoring/Survey Hired, trained, and supervised biologists in conducting northern spotted owl and marbled murrelet surveys for proposed timber sale areas and other projects affecting these species. Supervised data entry and report production for these monitoring programs. Entered data and managed the spotted owl database files. Conducted both aerial and ground based surveys for nesting bald eagles and osprey. Assisted with and oversaw monitoring of great blue heron rookeries, and supervised

production of annual monitoring reports. Oversaw monitoring of purple martin nest boxes and edited the annual monitoring report.

Endangered Species Act Consultation/Compliance Wrote many biological assessments for timber sales, road use permits, and the management of federal lands on the North Spit of Coos Bay to fulfill agency Section 7 requirements under ESA. Coordinated and wrote a large District-wide formal biological assessment that programmatically covered a wide variety of District projects for a multi-year period in compliance with Section 7

National Environmental Policy Act (NEPA) Reviews/Compliance Reviewed proposed forest management projects and served on numerous interdisciplinary teams as the wildlife representative. Wrote many wildlife staff reports documenting: wildlife occurrence relative to proposed project sites, , expected impacts to wildlife species from the projects; effects determinations for the listed species; and management recommendations for mitigating impacts to wildlife species. Served as interdisciplinary team lead for 3 North Spit projects. Wrote 1 categorical exclusion and 2 environmental assessments for these projects. In addition to writing the NEPA documents hosted interdisciplinary team meetings and coordinated the completion of all other interdisciplinary input and management approval.

New Carissa Stranding Incident Served as BLM wildlife and environmental lead during the response phase related to the stranding of the New Carissa ship off BLM lands on the North Spit of Coos Bay in 1999. Wrote biological assessments for management of federal lands on the North Spit for 1999 and 2000 and beyond. Assisted with the development and implementation of emergency restoration measures for the western snowy plover. Co-authored a paper on emergency restoration for the western snowy plover that was presented at the 2001 International Oil Spill Conference and later published in the conference proceedings.

Coastal Dune/Wetland Management Served as wildlife and biological program lead for management of federal lands on the North Spit of Coos Bay. Served as a BLM representative to the Oregon Western Snowy Plover Working Team. Co-directed the development, funding, and printing of an educational brochure on the western snowy plover. Gave evening slide show programs at a BLM recreational site on snowy plover biology and management. Directed BLM personnel in conducting compliance monitoring on the North Spit for western snowy plover seasonal closures and wrote a compliance report. Coordinated and directed all on the ground management efforts for the western snowy plover on the North Spit. Wrote proposals and secured funding for development of 60 acres of new habitat on the North Spit. Served as interdisciplinary team lead for this project and wrote an both an environmental assessment and a biological assessment for this project. Coordinated with law enforcement officers for North Spit patrols to encourage public compliance with both seasonal closures for snowy plovers and other general closures. Served as project lead for a wetland creation project on private/public land with Weyerhaeuser Company. Wrote an environmental analysis for the project and coordinated the interdisciplinary team input and management approval. Provided the wildlife input for the environmental analysis

Information Requests/Data Management Responded to numerous threatened and endangered species information requests and data calls from within BLM, other federal and state agencies, timber companies, and private consulting firms. Established and maintained contacts with outside agencies and companies.

District Fisheries and Wildlife Budget Served as budget co-lead for the Coos Bay District fisheries and wildlife program for about 5 years. Assisted with building, completing, and tracking program spending each year. Analyzed program spending throughout year to ensure spending was within allocated levels. During this period of time the fisheries and wildlife program budget averaged about 1.8 to 2 million dollars.

- U.S. Forest Service- Pacific Southwest Forest and Range Experiment Station** 10/1989 - 10/1990  
 Redwood Sciences Laboratory  
 1700 Bayview Drive, Arcata, CA 95521  
**Wildlife Biologist (GS-0486-05)** 43 hours per week  
 Supervisor: Dr. Cindy Zabel (707) 822-3691  
 Assisted with radio telemetry work on spotted owls at a California study site. Crew member on northern spotted owl demographic study in Oregon. Conducted calling surveys, moused owls, and located and documented owl nests. Captured and banded spotted owls and evaluated nest site habitat.
- U.S. Forest Service-North Central Forest Experiment Station** 5/1989 - 9/1989  
 1-26 Agriculture Building  
 University of Missouri- Columbia  
 Columbia, MO 65211  
**Biological Aid (GS-0404-03)** 25 hours per week  
 Supervisor: Dr. Frank Thompson (314) 875-5341  
 Established transect lines and surveyed forest bird populations. Conducted habitat evaluation in forest stands. Entered and verified data and produced computer graphics.
- University of Missouri- Columbia** 8/1984 - 5/1989  
 School of Natural Resources  
 Columbia, MO 65211  
**Graduate Research Assistant** 40 hours per week  
 Thesis Supervisor: Dr. Ernie Wiggers (314) 882-3436  
 Located nesting accipiters and collected data on phenology, productivity, behavior, and diet. Evaluated nest site habitat. Analyzed data and wrote project reports and a thesis. Gave seminars on project results. Developed habitat management guidelines and advised resource agencies on accipiter management. Co-authored two scientific papers in avian journals reporting study results.
- Wisconsin Department of Natural Resources** 4/1984 - 6/1984  
 Sandhill Project  
 Box 156 Babcock, WI 54413  
**Natural Resource Assistant** 40 hours per week  
 Supervisor: Mr. John Kubisiak (715) 884-2437  
 Conducted a census of ruffed grouse and evaluated grouse habitat. Assisted with browse surveys, waterfowl brood surveys, and editorial work on publications. Supervised a student intern.
- Wisconsin Department of Natural Resources** 11/1983 - 3/1984  
 Bureau of Research  
 3911 Fish Hatchery Road  
 Fitchburg, WI 53711  
**Natural Resource Assistant** 25 hours per week  
 Supervisor: Mr. Richard Kahl (608) 266-8607  
 Assisted with editorial work on proceedings of a conference on partridge and pheasant ecology. Helped conduct upland game bird surveys and entered and verified data from several projects. Data entry for state scientific collectors program.

**Arizona State University** 7/1983  
 Center for Environmental Studies-Colorado River Project  
 201 South Palm St.  
 Blythe, CA 92225  
**Project Volunteer** 40 hours per week  
 Supervisor: Dr. Bertin Anderson

Assisted with bird census and habitat evaluation work for a research project on the Lower Colorado River.

**U.S. Forest Service- Tonto National Forest** 2/1983 - 6/1983  
 Cave Creek Ranger District  
 PO Box 768  
 Carefree, AZ 85377  
**Volunteer Eagle Watcher** 40 hours per week  
 Supervisor: Mr. Don Pollock (602) 488-3441

Observed bald eagles at nest sites and recorded data on foraging, flights, disturbances, interspecific interactions, and behavior. Protected nests from human disturbance.

**Environmental Sciences Laboratory** 1/1982 - 6/1982  
 Oak Ridge National Laboratory  
 Oak Ridge, TN 37830  
**Student Intern** 40 hours per week  
 Supervisor: Dr. Roger Kroodsma (615) 574-7310  
 Conducted a study of habitat preferences of nonbreeding birds in powerline corridors. Developed a research proposal, conducted bird surveys, evaluated habitat, analyzed data, and wrote a paper based on project results.

**Wisconsin Department of Natural Resources** 5/1981 - 8/1981  
 Box 125  
 Brule, WI 54820  
**Student Intern** 40 hours per week  
 Supervisor: Mr. Fred Strand (715) 372-4866  
 Evaluated several flowages in terms of their value for waterfowl. Developed a study proposal, cover typed wetlands, inventoried plant and animal species, conducted waterfowl brood surveys. Wrote a project report including management recommendations.

**COMPUTER SKILLS:** Use of PC's, PowerPoint projector, and various printers. Word, PowerPoint, Access, WordPerfect, Lotus Notes, Netscape, Windows Explorer, Arc/Arcview, Reflections, and statistical packages for data analysis. GIS capabilities to analyze landscapes, develop maps, and review projects for wildlife impacts.

**TRAINING:**

- 2005 The Wildlife Society 12<sup>th</sup> Annual Conference- Madison, WI
- 2004 Western Agencies Sage and Columbian Sharp-tailed Grouse Workshop
- 2004 Migratory Bird Conservation: A Trust Responsibility-USFWS NCTC course
- 2003 Endangered Species Listing and Candidate Assessment- USFWS NCTC course
- 2003 Aviation Safety: Fixed /Rotor Wing Safety and Flight Manager, Nevada BLM
- 2003 Western States All-Bird Workshop, Boise, ID
- 2002 Avian Interactions with Wind Power Structures- EPRI, Jackson, WY
- 2002 WAFWA Sage and Sharp-tailed Grouse Symposium
- 2002 Interagency Consultation for Endangered Species- USFWS NCTC course
- 2001 119<sup>th</sup> Meeting of the American Ornithologists' Union
- 2000 Shorebird Ecology and Management- USFWS NCTC course
- 1998 Team Leadership and Dynamics – Phipps & Associates Management Consulting
- 1995 Introduction to Arcview- Environmental Systems Research Institute (ESRI).
- 1995 Interest-Based Negotiations/Alternative Dispute Resolution- Cascade Alternative Resolution Services
- 1995 Avian Monitoring Training- Interagency training co-sponsored by BLM, USFS, USFWS.
- 1994 How to Supervise People- Fred Pryor Seminars, Eugene, OR
- 1993 Marbled Murrelet Evaluator Training- OSU and Washington Dept. of Fish and Wildlife.
- 1992 Applying the NEPA Process/ Writing Effective NEPA Documents- Shipley Associates

**EDUCATION:**

- Master of Science in Fisheries and Wildlife, 1989 GPA: 3.6  
University of Missouri- Columbia, Columbia, MO 65211
- Bachelor of Science in Wildlife, 1982 GPA: 3.58  
University of Wisconsin- Stevens Point, Stevens Point, WI 54481  
Minors in Biology and Resource Management  
Graduated Cum Laude

Diploma, 1978  
Watertown Senior High School, Watertown, WI 53094

**HONORS AND AWARDS:**

*College* Received Wisconsin Bowhunters Association Scholarship (1982), E. Sydney Stephens Fellowship (1987) and Student Membership Awards from the American Ornithologists Union, Wilson Ornithological Society, and Cooper Ornithological Society.

*BLM* Cash Awards in 1992, 1995, and 1998. Superior Accomplishment Award in 1994 and Star Award in 2000. Oregon/Washington BLM FY2000 Excellence in Leadership Award.

*USFWS* Star Award 2002, Star Award 2005, Performance Award FY2005

**PROFESSIONAL MEMBERSHIPS:**

The Wildlife Society, American Ornithologists Union, Cooper Ornithological Society, Wilson Ornithological Society, Association of Field Ornithologists, Raptor Research Foundation, The Waterbird Society